

19.131 EMPLOYEE PREGNANCIES

References:

Procedure 19.130 - Limited Duty Personnel

Procedure:

A. Guidelines on Employee Pregnancies:

1. When an employee advises her supervisor she is pregnant, yet requests to remain in a regular duty status:
 - a. Her supervisor will advise her of the risks involved in her current duty assignment.
 - b. She will submit a Form 17 advising of her condition, recognizing the risks involved in remaining in her present assignment, and acknowledging that, at the present time, she declines reassignment to a limited duty status.
 - c. The Personnel Section Commander will make the final decision.
2. Pregnant employees will remain on unrestricted duty until:
 - a. The employee requests to be placed in a limited duty status.
 - 1) Immediately place the employee on limited duty status. She has three working days to present a physician's certificate to Employee Health Service (EHS) verifying her condition.
 - b. The employee and her private physician determine she should be placed in limited duty status.
 - 1) Immediately place the employee on limited duty status. She has three working days to present a physician's certificate to EHS verifying her condition.
 - c. The employee's ability to perform her required duties is impaired as determined by:
 - 1) The employee's immediate supervisor.
 - 2) The employee's inability to wear proper uniform attire. Larger uniform parts will be supplied from stock upon request.
 - 3) In such cases, the employee will have appeal rights through the chain of command to her bureau commander.
 - a) The employee may be required to respond to EHS for evaluation.

- b) The Personnel Section Commander will confer with the EHS physician before final determination.
- 3. An employee will be returned to full duty status upon presenting a certificate of clearance to EHS from the attending physician.
 - a. Certification presented to EHS from the employee's private physician will be sufficient for both verification of pregnancy and clearance to return to regular duty.
 - 1) After presenting this certificate, EHS will perform no exams.
 - b. If any question exists, EHS may consult the attending physician.
 - c. The Police Chief or designate will decide any unresolved issues.
- 4. Every effort will be made to return the employee to her previous assignment upon return to full duty status.